GOVERNMENT OF INDIA
CIVIL AVIATION
LOK SABHA

UNSTARRED QUESTION NO:73
ANSWERED ON:02.02.2017
Discrepancies in Salaries of Air India Employees
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Will the Minister of CIVIL AVIATION be pleased to state:

(a) whether there has been any discrepancies in salaries of the Air India employees after merger of the erstwhile Air India and Indian Airlines;

(b) if so, the details thereof;

(c) the steps taken by the Government to address the said discrepancies;

(d) whether the promotional opportunities as well as morale of the employees have been affected due to the said merger and if so, the details thereof; and

(e) whether Air India is taking any steps to increase efficiency of its human resources and if so, the details thereof?

Answer

Minister of State in the Ministry of CIVIL AVIATION

(Shri Jayant Sinha)

(a) to (c): A Committee headed by Justice DM Dharmadhikari, was constituted to address the
various Industrial Relations issues including pay/wage rationalization, pursuant to amalgamation of both the
erstwhile airlines (Air India & Indian Airlines). The Justice Dharmadhikari Committee (JDC) submitted its report to the Government of India on 31.01.2012,which was accepted by the Government on 12.06.2012. Consequent to the implementation of JDC report, certain anomalies and discrepancies were reported by employees. They were examined and all efforts were made to redress the same. The issues which could be corrected have been redressed. Besides this, Executive Director (Integration), Air India has been holding open Houses at Headquarters as well as in the different regions to personally discuss and address the issues raised by employees. Open Houses are also held regularly by the Executive Director of the region to address all grievances. Top Management has an open door policy for employees who can approach the highest authority and express their issues. Sincere efforts are taken to address them.;
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(d): Although during the period of finalization of merger of erstwhile Air India and erstwhile Indian Airlines, promotion exercises were kept in abeyance by a short while, to ensure even ground for both the sides of employees before seniority merger. However, immediately on implementation of the report of JDC, an attempt was made to address the grievances relating to the career and morale of the employees.
Accordingly, proforma promotion exercises were carried out and approx. 1300 promotions were affected. Subsequently, regular promotions as per the criteria laid down by the JDC have been carried out regularly.
Also, the employees who were stagnated for 6 years in the same grade have been granted one time promotion under the stagnation promotion exercise.;
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(e): Air India has stepped up its training activities at various levels in order to increase the morale and efficiency of the employees. In order to have efficient manpower, Air India has an elaborate system to provide functional and technical training to its human resource. It has the following training centres where employees of different streams are provided relevant trainings.

1) Engineering Training School
2) Marketing Training College
3) Cabin Crew Training School
4) Management Training Centre
5) ASTC-AVSEC Training Centre
6) Operations Technical Training (OTT)
7) Operations Performance Training (OPT)
8) Simulators Training
9) Staff College
10) Cabin Crew Training School
11) Security Training Centre
12) Regional Training Centre ? Northern Region, Western Region, Southern Region, Eastern Region

These training centres provide HR training on functional topics of HR and Company Information along with soft skills in order to improve the efficiency and morale of the employees.